

**PAY DIFFERENTIAL 75**  
**LOTTERY SALES INCENTIVE BONUS – UNIT 01 AND EXCLUDED EMPLOYEES**

Effective: 01/01/88

Revised: 12/19/99

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT
<b>Rank and File:</b>			California State Lottery
District Sales Representative, California State Lottery	1790	R01	
Key Accounts Specialist, California State Lottery	1787		
<b>Excluded:</b>			
District Sales Supervisor, California State Lottery	2048	S01	
Lottery Manager (Sales)	1828		
Key Accounts Manager, California State Lottery	1983		

RATE				
Level % of Goal	Level 1 (102%)	Level 2 (105%)	Level 3 (108%)	Level 4 (112%)
District Sales Representative				
Maximum Bonus Award	\$1,100	\$1,600	\$2,100	\$3,200
(70%) Scratcher Product	770	1,120	1,470	2,240
(20%) Target Product	220	320	420	640
(10%) On-Line Product	110	160	210	320
Key Accounts Specialist				
District Supervisor				
Lottery Manager (Sales)				
Key Accounts Manager				
Maximum Bonus Award	\$1,600	\$2,100	\$2,850	\$3,950
(70%) Scratcher Product	1,120	1,470	1,995	2,765
(20%) Target Product	320	420	570	790
(10%) On-Line Product	160	210	285	395

CRITERIA	
1.	To be eligible, the employee shall be appointed to a classification stated above. Limited-term and retired annuitant appointments are included.
2.	<p>The CSL Sales Incentive Bonus Program is based on sales achievement in three product lines: Scratcher products; On-Line products and a Target product that shall be determined by the Director or designee. The Director shall set a statewide goal for the quarter in each product line. The percentage of bonus attributed to each product is Scratcher 70%; Target 20%; and On-Line 10%.</p> <p>Scratcher sales are defined as only those packs of tickets that have been financially settled by retailers.</p> <p>Target product is that product or game identified and designated by the Director or designee to receive special promotional emphasis. Target product sales shall be excluded from the goal and achievement of other product lines. If a target game is not designated, the Director or designee</p>

shall redirect the Target bonus percentage to the other remaining product lines.

3. The program offers four bonus level awards for sales achievement in four sales areas: Individual; District; Regional; and State.

4. To determine the sales goal for the DSR and KAS, the market share of the regularly assigned territory or account list is measured against the statewide total sales for the product for the quarter.

A DSR or KAS may earn the **individual bonus** award if the employee works in a single territory or a single account list for a qualifying period during the goal quarter. A DSR may earn the **district area bonus** if the employee works in multiple territories in a single district for a qualifying period during the goal quarter. A DSR may earn the **regional area bonus** if the employee works in multiple districts or multiple account lists in a single region (North or South) for a qualifying period during the goal quarter. A DSR or KAS may earn the **bonus for the State** if the employee works in multiple regions for a qualifying period during the goal quarter.

5. Bonus awards for District Sales Supervisor and Lottery Manager (Sales) are based on their district offices' market share of the statewide total goal for each product line during the quarter ending one quarter prior to the goal quarter.

A supervisor or manager may earn the **district area bonus** if the employee works in a single district for a qualifying period during the goal quarter. A supervisor or manager may earn the **regional area bonus** if the employee works in multiple districts in a single region during the goal quarter. A supervisor or manager may earn the **bonus for the State** if the employee works in multiple regions for a qualifying period during the goal quarter.

6. Bonus awards for the Key Accounts Manager are based on the total of the Key Accounts Specialists' market shares during the quarter ending one quarter prior to the goal quarter.

7. Upon completion of each quarter and a qualifying period, if a sales area achieves at least a Level 1 sales goal in any product line, the employee receives the appropriate percentage of the total award attributable to that product for the level achieved. Subsequent awards are based upon achieving greater sales levels for the products. With a qualifying period, an employee may attain a different level award from each of the three product lines.

8. A part-time employee shall be eligible for a percentage of the bonus dollar amount consistent with the employee's time base and Items 4 through 7 as applicable. The qualifying period shall be prorated to the time base.

9. To achieve bonus, the eligible employee shall satisfy the qualifying period as defined below and work a sales area that achieves product sales of at least 102% of the "market share" for the area.

A "**qualifying period**" is actually working a sales area a minimum of sixty-five percent (65%) of actual available work hours in a thirteen week (13) quarter excluding holidays and weekends. Vacation or sick credits shall not be substituted for actual time worked.

**Formula:** 13-week quarter (91 days) less weekends (26 days) multiplied by 8 hours per day less holiday hours in the quarter multiplied by 65% equals a qualifying period.

"**Market share**" of the employee's sales area is the percentage contribution of the area (territory, account list, district, region) to actual statewide sales during the quarter ending one quarter prior to the goal quarter also identified the "quarter before last."

10. Bonus payments shall be made quarterly within sixty (60) days after the end of the goal quarter.

**SECTION 14:****PAY DIFFERENTIALS**

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<b>IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:</b>	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes (See # 4)
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	No

<b>INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY</b>	
OVERTIME	No
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No